



Faculty Senate Diversity Committee April Report

Attendance at the meeting held April 17th, 2020 3-4:30pm via Zoom.

2019-2012 Co-Chairs

Table with 2 columns: Co-Chair Name and Department. Row 1: Erin Hicks, Physics & Astronomy (P) and Amber Christensen Fullmer, Human Services (E).

2019-2020 Members

Table with 2 columns: Member Name and Department. Rows include Carrie Aldrich (Writing), Sigrid Brudie (Library), Yvonne Chase (Human Services), Thomas Chung (Fine Arts), Herminia Din (Arts), Gabriel Garcia (Health Sciences), Songho Ha (History), Annette Hornung (English), Ryan Harrod (Anthropology), Wei-Ying Hsiao (Education), Seta Kabranian-Melkonian (Human Services), Emily Madsen (English), Amana Mbise (Social Work), Jennifer McCurdy (Philosophy), Vanessa Meade (Social Work), Virginia Miller (Health Sciences), Anita Moore-Nall (Health Sciences), Paul Ongtooguk (Alaska Native Studies Director), Kimberly Pace (Political Studies and Women's Studies), Evan Shenkin (Sociology), Heidi Senungtuk (Alaska Native Studies), and Annie Ping Zeng (Languages).

P= Present; A= Absent; E= Excused



UNIVERSITY of ALASKA ANCHORAGE

Faculty Senate Diversity Committee
3211 Providence Drive, Anchorage Alaska 99508
Prof. Amber Christensen Fullmer & Prof. Erin K. S. Hicks, Co-Chairs

I. Welcome and roll call

Quorum reached with 16 members attending via Zoom.

II. Agenda approval

Agenda approved and seconded, with the addition of a discussion on finding a way for FSDC to share a congratulations message with UAA graduates.

III. March meeting summary approval

March meeting minutes approved and seconded.

IV. D&I GER update: Approved by Faculty Senate, implementation Fall 2020

Erin reported that the Faculty Senate approved the Diversity & Inclusion GER at the April meeting. This new GER will be in place for incoming Fall 2020 students.

V. CDO search update (Tom)

Tom reported that the CDO search committee was pleased with the three candidates and that open forms would be soon scheduled for everyone to have a chance to meet the candidates (via Zoom). Information on these sessions will be shared soon, and everyone is encouraged to attend and provide feedback on their opinions.

VI. DAC update (Erin & Tom)

Erin and Tom reported on the DAC meeting held April 17th. Due to the campus closure the diversity and inclusion focused development day was canceled. Efforts are now shifting to a fall or spring campus-wide event with a focus on celebrating UAA's successes, the diversity of our campus community, and providing educational opportunities for faculty, staff, students, and administrators. FSDC can plan to contribute to this event next year, and we can also support highlighting the success of the Multicultural Pre-Professoriate Fellowship Program and the new Diversity & Inclusion GER.

VII. Subcommittees: updates & next steps

a. Increased awareness of diversity initiatives and activities on campus

i. FSDC Website & Diversity Database (Emily & Gabe)

Gabe provided a summary of the Diversity Database Survey, which was also shared with the Diversity Action Council to be included in a summary



of progress in implementing the DIAP. The hope is to have a searchable database accessible to the public via the FSDC website next year.

b. Multicultural Fellowship program (*Erin*)

i. Approval of Multicultural Fellowship Handbook

FSDC voted to approve motion 200417-01 (see below) to recommend the handbook, in its current form, to the Provost's office for use in communicating program expectations to college deans, program directors, department chairs, and the fellows. The handbook formatting will be finalized and then this first version of the handbook will be sent to the Provost's office for dissemination in the Fall.

VIII. Electronic Annual Activity Reports and diversity/inclusion activities:

FSDC voted to approve motion 200417-02 (see below) recommending an approach for incorporation of diversity and inclusion activities in the electronic annual activity reports being developed by the eAAR Steering Committee.

IX. DEI curriculum concerns (*Tom*)

The committee discussed concerns over program and faculty cuts occurring outside of the expedited program review process that are impacting UAA's diversity, equity, and inclusion curriculum as well as ability to stay true to UAA's official diversity statement and implementation of the D&IAP recommendations. It was agreed that a letter will be composed by Tom and Erin to send to leadership with the goal of raising awareness of the developing issue. This letter will be shared with all FSDC members and those who wish to add their support should include their name in the signature.

Update (4/24; see letter below): The letter has been composed and all signatures included by noon on Monday, 4/27 will be included in the letter sent to UAA and CAS leadership.

X. Cancellation of current searches for two new Multicultural Fellows

Erin shared that she received confirmation that the searches for two new Multicultural Pre-Professoriate Fellows to have joined UAA next fall have been canceled. Interim Provost Stalvey shared that UAA's budget is the explanation for this development, but that the funding for the current Fellows is intact. He also



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reiterated that UAA continues to be invested in this important program and that he will recommend to the incoming Provost that the searches be reopened.

XI. Congratulations Message for UAA students

The importance of the traditional graduation ceremony to students, particularly first generation students, was discussed and it was decided that FSDC would like to create a video to share our message of congratulation and gratitude to students who enriched our diverse UAA community. Erin will reach out to the Multicultural Center to discuss the possibility of our message being shared with the students they reach.

Update (4/24): A Zoom meeting will be held 4/29 12-12:30pm to record a message that will be shared via the Multicultural Center's website and the dedicated UAA graduation website that will go live May 3rd.

XII. Next meeting: August 2020

We will plan to hold our annual beginning of the year retreat in August. Details will be announced closest to the date.



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Date: April 26, 2020

To: Interim Provost Stalvey

From: Faculty Senate Diversity Committee

Subject: Recommendation for Adoption of Multicultural Postdoctoral/Pre-Professoriate Fellowship Program Handbook

On April 24, 2020 the Faculty Senate Diversity Committee (FSDC) approved motion 200420-01 recommending the adoption of the Multicultural Postdoctoral/Pre-Professoriate Fellowship Program Handbook drafted by FSDC Multicultural Fellowship Handbook subcommittee. This handbook is intended to be a “living” document to be revised to reflect the current program needs and expectations.

The FSDC approved Multicultural Postdoctoral/Pre-Professoriate Fellowship Program Handbook can be found here.

Sincerely,

Amber Christensen Fullmer (FSDC Co-Chair)
Erin K. S. Hicks (FSDC Co-Chair)

2019-2020 FSDC Members

(FSDC Multicultural Fellowship Handbook subcommittee members in **bold**)

Carrie Aldrich, Writing
Sigrud Brudie, Library
Yvonne Chase, Human Services
Amber Christensen Fullmer, Human Services
Thomas Chung, Fine Arts
Herminia Din, Arts
Gabriel Garcia, Population Health Sciences
Songho Ha, History
Annette Hornung, English
Ryan Harrod, Anthropology
Erin Hicks, Physics & Astronomy



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Anita Moore-Nall, Population Health Sciences

Paul Ongtooguk, Alaska Native Studies Director

Kimberly Pace, Political Studies and Women's Studies

Evan Shenkin, Sociology

Heidi Senungtuk, Alaska Native Studies

Annie Ping Zeng, Languages



Date: April 26, 2020

To: Dr. Nathaniel Hicks
eAAR Steering Committee

From: Faculty Senate Diversity Committee

Subject: Recommendation for including of Diversity and Inclusion

On April 24, 2020 the Faculty Senate Diversity Committee approved motion 200420-02 making the following recommendation regarding reporting of diversity and inclusion activities on faculty electronic annual activity reports.

Proposal for including Diversity & Inclusion on Electronic AAR
Motion 200417-02

Diversity and inclusion is a core value at UAA. Thus, FSDC proposes that UAA note diversity and inclusion activities of faculty in teaching, research/creative activity, and service on the new electronic Annual Activity Report. The information related to diversity and inclusion will be collated and provided to FSDC to include in the Faculty Diversity Database, which aims to:

- Create a community that is committed to and interested in diversity and inclusion activities;
- Leverage the scholarly profile of faculty members;
- Leverage the diversity and inclusion work of faculty members; and
- Provide an Experts Database for internal and external constituents.

Additionally, the data from the database could be used to include in university reports to highlight diversity and inclusion activities of the faculty for accreditation purposes, as well as in developing recruitment materials to attract a diverse student body.

In including Diversity and Inclusion on the electronic Annual Activity Report (AAR), we recommend the following:

- Including UAA's "Diversity and Inclusion" statement on the form, which can be found on the [UAA Diversity website](#).



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- Simplifying the identification of diversity and inclusion activity by adding a checkbox, for example, that allows the faculty to identify that their activity was related to diversity and inclusion.
- Adding a space to list faculty professional development activities (in addition to listing teaching, research/creative activity, and service activities), which would also include a checkbox that allows the faculty to identify that their professional development activity was related to diversity and inclusion.

Sincerely,

Amber Christensen Fullmer (FSDC Co-Chair)

Erin K. S. Hicks (FSDC Co-Chair)

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Date: April 28, 2020

To: Chancellor Cathy Sandeen
Interim Provost John Stalvey
Interim Dean John Petraitis

From: Faculty Senate Diversity Committee

Subject: Concern Regarding Impacts to Diversity, Equity, and Inclusion Curricula at UAA

The Faculty Senate Diversity Committee wishes to bring attention to and share our concern regarding the impacts of on-going budget cuts to faculty positions and programs that are key contributors to upholding UAA's Diversity Statement and creating an inclusive environment at UAA.

"Our term professor Alvin Amason just found out his contract will not be renewed Fall 2020 and with his absence our entire Alaska Native Arts program is gone. This program was not recommended for discontinuation during expedited program reviews. At promotional events and in interviews I raved about UAA's Native Arts offerings. Where else can you learn to skin a moose for college credit? Those classes made UAA special and it breaks my heart that more people could not see the necessity and value in them" - Tom Chung: Fine Arts Faculty, Faculty Senate Diversity Committee member, and Co-Chair of Diversity Action Council Subcommittee on Enhancing Diverse Curriculum and Pedagogy

"The University fosters an inclusive, welcoming and respectful campus community that promotes diversity, civility, inclusion, and an appreciation for each unique member of our academic community." This excerpt from UAA's Diversity Statement is a promise to our students that they have membership in a community that values their culture and identities. With the adoption of UAA's Diversity & Inclusion Action Plan (D&IAP) much has been achieved that confirms this commitment, including in diversifying UAA's curriculum. FSDC has devoted effort to building and supporting the Multicultural Pre-Professoriate Fellowship program, and the expertise of the first cohort of Fellows in diversity, equity and inclusion has reached our students in the classroom and society at large. FSDC has also worked to develop the Diversity & Inclusion GER which will be implemented this coming Fall, bringing the critical perspective of the range of human experience to more UAA students than ever before. These D&IAP recommendations have been realized due to the dedication of many faculty with the support of our University leadership.



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Despite initiatives across UAA to ensure our University serves and reflects the rich diversity of our community, we are concerned that faculty positions, programs and curriculum essential to an inclusive environment at UAA are being overlooked in the sacrifices made during these unprecedented times. For example, the Expedited Academic Program Review recommendation to discontinue sociology offerings will be felt in our community as a whole, to some much more than others. Outside of this formal review process, the termination of adjuncts and term faculty is resulting in the loss of programs such as Alaska Native Arts. This curriculum, as well as courses in Ethnobotany, give students the rare opportunity to learn directly from Alaska Native Elders. The loss of these programs directly impacts diversity in UAA's community and curriculum, and furthermore reduces available Alaska Native-Themed and Diversity & Inclusion General Education Requirement courses.

We therefore request that the cumulative impact of terminated programs and faculty, including adjunct and term faculty, be considered in terms of our established UAA values regarding diversity, inclusion, and equity. The Diversity Action Council resolution 2020-01 emphasized the importance of considering the impact of your decisions on diversity and inclusivity during the Expedited Academic Program Review. We also ask that this same consideration be given to program and faculty reductions outside of this formal program review process

Thank you for your dedication and commitment; it is understood that the future wellbeing of UAA is behind every difficult decision.

Sincerely,

Erin K. S. Hicks (FSDC Co-Chair)
Amber Christensen Fullmer (FSDC Co-Chair)
Thomas Chung

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